

# Environmental Services



## Department Description

The Environmental Services Department ensures that all residents of San Diego are provided with a clean, safe, and ecologically-sound environment. The Department pursues waste management strategies that emphasize waste reduction and recycling, composting, and environmentally-sound landfill management to meet the City's long-term disposal needs, oversees the management of the City's energy use and programs and explores innovative options to increase energy independence, and works to advance more sustainable practices within the City and community.

The Collection Services Division provides weekly residential refuse collection, bi-weekly curbside collection of recyclable commodities and greens materials, and the collection and maintenance of street litter containers in business districts. The Division also procures, delivers, and maintains City-owned automated refuse, recycling, and greenery containers.

The Energy, Sustainability, and Environmental Protection Division manages the City's energy demand and conservation programs and explores innovative options to increase energy independence, supports regulatory compliance at City facilities, and works to advance more sustainable practices within the City and community. This is accomplished through technical assistance and project implementation for energy conservation and renewable energy, hazardous materials management, underground storage tank engineering, lead and asbestos compliance, hazardous substances enforcement at the Miramar Landfill, household hazardous waste collection, and the San Diego Sustainable Community Program.

The Waste Reduction and Disposal Division provides waste reduction education, technical assistance, and waste reduction and recycling programs to residents and business owners within the City of San Diego. The Division enforces solid waste and recycling codes, conducts illegal dump abatements and community cleanups, operates a full-service landfill and organic recycling facility for public use, and maintains eight closed landfills and eight inactive burn sites.

The Office of the Director facilitates the Department's delivery of quality environmental programs through the provision of administrative and regulatory support, community outreach and education, franchise and fiscal management, facility maintenance, human resources and training, information system management, customer service, and safety programs focusing on accident and injury prevention.

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The Department's mission is:

*To provide reliable solid waste management, resource conservation, and environmental protection to preserve public health and ensure sustainable communities for future generations*

## Goals and Objectives

The following goals and objectives represent the action plan for the Department.

### ***Goal 1: Protect the environment and preserve natural resources***

The City of San Diego's Environmental Services Department provides solid waste services to all eligible residents and manages environmental programs designed to enhance the community and preserve the quality of life for future generations. The Department will move toward accomplishing this goal by focusing on the following objectives.

- Preserve the capacity of the Miramar landfill and reduce the waste stream
- Reduce greenhouse gas emissions
- Provide services to the community that will increase protection of human health and the environment

### ***Goal 2: Promote fiscal integrity***

It is a priority of the Department to utilize its allocated resources efficiently and provide its customers with cost effective services to improve the community in which we live. The Department will move toward accomplishing this goal by focusing on the following objective.

- Ensure systems are in place and utilized that protect and enhance fiscal resources

### ***Goal 3: Ensure excellence in service delivery***

It is a priority of the Department to provide exceptional customer service to those it serves. The Department will move toward accomplishing this goal by focusing on the following objectives.

- Maintain high customer satisfaction and respond to customer service requests in a timely manner
- Manage Environmental Education and Outreach contracts serving local schools and the community

### ***Goal 4: Maintain a responsive, safe, innovative work force***

It is a priority of the Department to ensure that all employees, especially those working in the community, are provided sufficient training to ensure that they are operating safely throughout San Diego's neighborhoods. The Department values employee ideas and supports a culture of enhancing productivity and innovation. The Department will move toward accomplishing this goal by focusing on the following objective.

- Build a sustainable organization through learning and training opportunities

## Service Efforts and Accomplishments

The Collection Services Division continued to refine City-wide trash and recycling collection 10-hour route designs. This re-route project saved \$4.4 million in the General Fund and Recycling Enterprise Fund due to reduced vehicle and staff requirements. The City ceased waste collection services to residential developments serviced under hold harmless agreements and to small commercial enterprises. This reduction of approximately 18,800 customers is anticipated to reduce program costs by \$990,000.

The Department applied and received approval for more than \$18 million in grant funding from the State and federal governments to be used over the next three years to enhance programs for lead abatement; energy efficiency and renewable energy; used oil recycling; and climate mitigation and adaptation.

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The Waste Reduction and Disposal Division achieved a 66 percent diversion rate of recycled materials from disposal for the City. The Division has also increased recycling services provided to businesses and multi-family residents by 20 percent, increased sales revenue from recycled soil amendments by 15 percent, and achieved a 100 percent satisfaction rating for its environmental educational outreach to schools.

## Key Performance Indicators

Performance Measure	Actual FY2010	Estimated FY2011
Collection Services complaint rate (per 10,000 stops)	5.8	7.0
Diversion rate of recycled materials from disposal	66% <sup>1</sup>	66%
Number of State Minimum Standard Notice of Violations (NOVs) received	2 <sup>2</sup>	1
Tons of household hazardous waste diverted from the Miramar Landfill	420	440
Average number of training hours per employee	8.62	10.0
Satisfaction rate of environmental education and outreach survey	100	100

1. The diversion rate is a Calendar Year 2009 figure determined by the California Department of Resources Recycling and Recovery (CalRecycle).
2. One of the two violations received from CalRecycle for landfill gas migration was rescinded in February 2011.



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## Department Summary

	FY2011 Budget	FY2012 Proposed	FY2011–2012 Change
Positions	428.43	410.79	(17.64)
Personnel Expenditures	\$ 37,205,976	\$ 38,041,634	\$ 835,658
Non-Personnel Expenditures	52,457,078	53,998,636	1,541,558
<b>Total Department Expenditures</b>	<b>\$ 89,663,054</b>	<b>\$ 92,040,270</b>	<b>\$ 2,377,216</b>
<b>Total Department Revenue</b>	<b>\$ 50,330,852</b>	<b>\$ 52,288,202</b>	<b>\$ 1,957,350</b>

## General Fund

### Department Expenditures

	FY2011 Budget	FY2012 Proposed	FY2011–2012 Change
Collection Services	\$ 29,565,432	\$ 30,316,141	\$ 750,709
Energy Sustainability & Enviro Protect	1,580,804	1,879,506	298,702
Office of the Director	1,323,071	1,421,657	98,586
Waste Reduction & Disposal	92,339	-	(92,339)
<b>Total</b>	<b>\$ 32,561,646</b>	<b>\$ 33,617,304</b>	<b>\$ 1,055,658</b>

### Department Personnel

	FY2011 Budget	FY2012 Proposed	FY2011–2012 Change
Collection Services	110.80	103.53	(7.27)
Energy Sustainability & Enviro Protect	14.75	14.50	(0.25)
Office of the Director	12.61	12.21	(0.40)
Waste Reduction & Disposal	1.05	0.00	(1.05)
<b>Total</b>	<b>139.21</b>	<b>130.24</b>	<b>(8.97)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b>	0.00	\$ 20,000,819	\$ -
Total expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.			
<b>Equipment/Support for Information Technology</b>	0.00	550,901	-
Funding allocated according to a zero-based annual review of information technology funding requirements and priority analyses.			
<b>Hourly Personnel Funding</b>	0.58	53,788	-
Funding allocated according to a zero-based annual review of hourly funding requirements.			
<b>Community Enhancement Program</b>	0.00	(30,000)	-
Reduction of non-personnel expenditures that will result in the elimination of the Community Enhancement Program. This will impact the funding for hardship abatements and mini-community cleanups provided by the Alpha Project.			

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## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Reduction of Human Resources Analyst</b> Reduction of 1.00 Human Resources Analyst. This position has three funding sources as follows: 0.35 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund; and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.35)	(37,226)	-
<b>Reduction of Hazmat Inspector 2</b> Reduction of 0.50 Hazmat Inspector 2. Impacts include less hazmat inspections and monitoring, as well as less training to meet mandated training requirements.	(0.50)	(48,350)	-
<b>Reduction of Administrative Aide 2s</b> Reduction of 2.00 Administrative Aide 2s. This position has three funding sources as follows: 1.35 FTE positions in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(1.35)	(105,191)	-
<b>Reduction of Collection Supervisor</b> Reduction of 1.00 Area Refuse Collection Supervisor. Impacts include the reduction of the division's safety and training program for all trash, recycling, and yard waste drivers.	(1.00)	(105,748)	-
<b>Reduction of Utility Worker 2s</b> Reduction of 2.50 Utility Worker 2s. This position has three funding sources as follows: 1.85 FTE positions in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(1.85)	(117,247)	-
<b>Environmental Services Operations Station</b> Reduction of non-personnel expenditures due to a decrease in the Environmental Services Operations Station (ESOS) lease payment.	0.00	(137,762)	-
<b>Reduction of Small Business Customers</b> Reduction of 1.00 Sanitation Driver 2 and associated non-personnel expenditures as a result of the removal of refuse collection services from small business customers. This reduction would impact approximately 4,500 business customers.	(1.00)	(355,130)	-
<b>Automated Refuse Containers</b> Reduction of non-personnel expenditures due to a decrease in funding for automated refuse containers.	0.00	(300,000)	-
<b>Reduction of Public Hold Harmless Agreements</b> Reduction of 1.00 Sanitation Driver 1, 2.00 Sanitation Driver 2s and associated non-personnel expenditures as a result of the removal of refuse collection services from customers serviced under hold harmless agreements. This reduction would impact approximately 14,200 customers located on private streets.	(3.00)	(818,974)	-
<b>Reclassification of Tipping Fee Expenditures</b> Adjustment reflects the reclassification of tipping fees associated with the Otay and Sycamore Landfills from discretionary to non-discretionary.	0.00	(1,050,000)	-

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## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Revised Revenue</b>	0.00	-	113,076
Adjustment to reflect Fiscal Year 2012 revenue projections.			
<b>Total</b>	<b>(8.47)</b>	<b>\$ 17,499,880</b>	<b>\$ 113,076</b>

## Expenditures by Category

	FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
<b>PERSONNEL</b>			
Salaries and Wages	\$ 7,607,516	\$ 7,557,325	\$ (50,191)
Fringe Benefits	4,864,973	4,795,720	(69,253)
<b>PERSONNEL SUBTOTAL</b>	<b>\$ 12,472,489</b>	<b>\$ 12,353,045</b>	<b>\$ (119,444)</b>
<b>NON-PERSONNEL</b>			
Supplies	\$ 635,213	\$ 331,833	\$ (303,380)
Contracts	18,833,972	20,104,325	1,270,353
Information Technology	405,914	550,901	144,987
Energy and Utilities	170,275	189,269	18,994
Other	27,828	71,976	44,148
Capital Expenditures	15,955	15,955	-
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$ 20,089,157</b>	<b>\$ 21,264,259</b>	<b>\$ 1,175,102</b>
<b>Total</b>	<b>\$ 32,561,646</b>	<b>\$ 33,617,304</b>	<b>\$ 1,055,658</b>

## Revenues by Category

	FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
Charges for Services	\$ 550,000	\$ 902,903	\$ 352,903
Fines Forfeitures and Penalties	10,000	5,000	(5,000)
Licenses and Permits	56,727	80,000	23,273
Other Local Taxes	120,000	120,000	-
Other Revenue	258,100	-	(258,100)
<b>Total</b>	<b>\$ 994,827</b>	<b>\$ 1,107,903</b>	<b>\$ 113,076</b>

## Personnel Expenditures

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
<b>Salaries and Wages</b>						
20000011	1104	Account Clerk	2.05	1.35	\$31,491 - \$37,918	\$ 49,905
20000012	1105	Administrative Aide 1	0.50	0.50	36,962 - 44,533	21,721
20000024	1107	Administrative Aide 2	1.35	0.00	42,578 - 51,334	-
20000860	1835	Area Refuse Collection Supervisor	5.35	4.35	50,835 - 60,694	252,260
90000860	1835	Area Refuse Collection Supervisor - Hourly	0.00	0.23	50,835 - 60,694	11,692
20000037	1119	Asbestos Program Manager	1.00	1.00	72,966 - 88,546	86,332
20000038	1122	Asbestos and Lead Program Inspector	5.00	5.00	55,078 - 66,768	306,022
20001092	2123	Assistant Environmental Services Director	0.35	0.35	31,741 - 173,971	42,781
20000143	1221	Associate Engineer-Civil	0.35	0.00	66,622 - 80,454	-
20000119	1218	Associate Management Analyst	0.95	0.85	54,059 - 65,333	50,907



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## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
20000302	1353A	Community Development Specialist 3	1.00	<b>1.00</b>	62,254 - 75,275	73,393
20000354	1389	Custodian 2	0.35	<b>0.35</b>	26,250 - 31,242	10,934
20001168	2214	Deputy Director	1.13	<b>1.13</b>	46,966 - 172,744	129,496
90001168	2214	Deputy Director - Hourly	0.00	<b>0.35</b>	46,966 - 172,744	38,449
20000863	1839	District Refuse Collection Supervisor	2.00	<b>2.00</b>	59,654 - 71,448	137,181
20001149	2192	Environmental Services Director	0.35	<b>0.35</b>	59,155 - 224,099	48,647
20000924	1876	Executive Secretary	0.35	<b>0.35</b>	43,555 - 52,666	17,965
20000521	1527	Hazardous Materials Inspector 2	3.50	<b>3.00</b>	55,078 - 66,768	195,297
20000548	1544	Hazardous Materials Inspector 3	1.00	<b>1.00</b>	60,674 - 73,507	71,669
20000178	1243	Information Systems Administrator	0.28	<b>0.28</b>	73,466 - 88,982	24,913
20000290	1348	Information Systems Analyst 2	1.10	<b>1.10</b>	54,059 - 65,333	69,972
20000293	1349	Information Systems Analyst 3	0.23	<b>0.23</b>	59,363 - 71,760	16,500
20000998	1926	Information Systems Analyst 4	0.46	<b>0.46</b>	66,768 - 80,891	37,200
20000680	1648	Payroll Specialist 2	0.75	<b>1.40</b>	34,611 - 41,787	55,874
20001222	2270	Program Manager	0.15	<b>0.15</b>	46,966 - 172,744	14,329
20000783	1776	Public Information Clerk	2.80	<b>2.80</b>	31,491 - 37,918	102,699
20000784	1777	Public Information Officer	0.70	<b>0.70</b>	43,514 - 52,707	35,956
20000776	1766	Public Works Dispatcher	1.20	<b>1.20</b>	35,755 - 43,098	50,450
20000847	1823	Safety Officer	0.35	<b>0.35</b>	57,907 - 69,930	23,860
20000854	1826	Safety Representative 2	0.35	<b>0.35</b>	50,461 - 61,027	20,829
20001042	1972	Safety and Training Manager	0.36	<b>0.36</b>	66,768 - 80,891	27,530
20000859	1834	Sanitation Driver 1	12.00	<b>12.00</b>	36,920 - 44,158	517,454
20000857	1832	Sanitation Driver 2	75.00	<b>71.00</b>	45,261 - 53,331	3,773,929
20000851	1824	Sanitation Driver 3	10.00	<b>10.00</b>	47,528 - 55,952	389,985
20000869	1844	Senior Account Clerk	0.35	<b>0.35</b>	36,067 - 43,514	14,847
20000885	1855	Senior Civil Engineer	1.00	<b>1.00</b>	76,794 - 92,851	90,530
20000927	1879	Senior Clerk/Typist	0.30	<b>0.30</b>	36,067 - 43,514	12,654
20000312	1365	Senior Department Human Resources Analyst	0.35	<b>0.00</b>	59,363 - 71,760	-
20000015	1106	Senior Management Analyst	0.35	<b>0.35</b>	59,363 - 71,760	24,491
20000947	1896	Supervising Hazardous Materials Inspector	1.00	<b>1.00</b>	66,685 - 80,870	78,848
20000970	1917	Supervising Management Analyst	0.35	<b>0.35</b>	66,768 - 80,891	28,308
20001053	1979	Utility Worker 2	2.85	<b>1.00</b>	33,322 - 39,666	39,667
20000756	1746	Word Processing Operator	0.35	<b>0.35</b>	31,491 - 37,918	12,935
		Bilingual - Regular				3,480
		Confined Space Pay				2,690
		Overtime Budgeted				486,152
		Reg Pay For Engineers				13,928
		Termination Pay Annual Leave				42,664
<b>Salaries and Wages Subtotal</b>			<b>139.21</b>	<b>130.24</b>		<b>\$ 7,557,325</b>



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## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
<b>Fringe Benefits</b>						
		Employee Offset Savings			\$	31,380
		Flexible Benefits				715,661
		Long-Term Disability				60,998
		Medicare				85,987
		Other Post-Employment Benefits				799,486
		Retiree Medical Trust				466
		Retirement 401 Plan				1,861
		Retirement ARC				2,226,592
		Retirement DROP				28,893
		Retirement Offset Contribution				63,812
		Risk Management Administration				127,524
		Supplemental Pension Savings Plan				374,464
		Unemployment Insurance				14,919
		Workers' Compensation				263,677
<b>Fringe Benefits Subtotal</b>						<b>\$ 4,795,720</b>
<b>Total Personnel Expenditures</b>						<b>\$ 12,353,045</b>

## Automated Refuse Container Fund

### Department Expenditures

		FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
Collection Services	\$	500,000	\$ 500,000	\$ -
<b>Total</b>	<b>\$</b>	<b>500,000</b>	<b>\$ 500,000</b>	<b>\$ -</b>

### Expenditures by Category

		FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
<b>NON-PERSONNEL</b>				
Supplies	\$	500,000	\$ 450,000	\$ (50,000)
Contracts		-	50,000	50,000
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$</b>	<b>500,000</b>	<b>\$ 500,000</b>	<b>\$ -</b>
<b>Total</b>	<b>\$</b>	<b>500,000</b>	<b>\$ 500,000</b>	<b>\$ -</b>

### Revenues by Category

		FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
Charges for Services	\$	500,000	\$ 500,000	\$ -
<b>Total</b>	<b>\$</b>	<b>500,000</b>	<b>\$ 500,000</b>	<b>\$ -</b>

# Environmental Services

## Energy Conservation Program Fund

### Department Expenditures

		FY2011 Budget		FY2012 Proposed		FY2011–2012 Change
Energy Sustainability & Enviro Protect	\$	2,396,908	\$	2,475,799	\$	78,891
<b>Total</b>	<b>\$</b>	<b>2,396,908</b>	<b>\$</b>	<b>2,475,799</b>	<b>\$</b>	<b>78,891</b>

### Department Personnel

		FY2011 Budget		FY2012 Proposed		FY2011–2012 Change
Energy Sustainability & Enviro Protect		14.20		12.85		(1.35)
<b>Total</b>		<b>14.20</b>		<b>12.85</b>		<b>(1.35)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Equipment/Support for Information Technology</b> Funding allocated according to a zero-based annual review of information technology funding requirements and priority analyses.	0.00	\$ 350,908	\$ -
<b>Non-Discretionary Adjustment</b> Total expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	80,377	-
<b>Hourly Personnel Funding</b> Funding allocated according to a zero-based annual review of hourly funding requirements.	1.35	35,153	-
<b>Reduction of Management Interns</b> Reduction of 1.35 Management Intern hourly positions.	(1.35)	(35,153)	-
<b>Revised Revenue</b> Adjustment to reflect Fiscal Year 2012 revenue projections.	0.00	-	1,788,137
<b>Total</b>	<b>0.00</b>	<b>\$ 431,285</b>	<b>\$ 1,788,137</b>

### Expenditures by Category

		FY2011 Budget		FY2012 Proposed		FY2011–2012 Change
<b>PERSONNEL</b>						
Salaries and Wages	\$	971,753	\$	955,177	\$	(16,576)
Fringe Benefits		619,859		605,038		(14,821)
<b>PERSONNEL SUBTOTAL</b>	<b>\$</b>	<b>1,591,612</b>	<b>\$</b>	<b>1,560,215</b>	<b>\$</b>	<b>(31,397)</b>
<b>NON-PERSONNEL</b>						
Supplies	\$	17,450	\$	17,450	\$	-
Contracts		433,702		449,947		16,245
Information Technology		275,319		350,908		75,589
Energy and Utilities		12,795		14,597		1,802
Other		36,030		52,682		16,652
Capital Expenditures		30,000		30,000		-
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$</b>	<b>805,296</b>	<b>\$</b>	<b>915,584</b>	<b>\$</b>	<b>110,288</b>
<b>Total</b>	<b>\$</b>	<b>2,396,908</b>	<b>\$</b>	<b>2,475,799</b>	<b>\$</b>	<b>78,891</b>

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## Revenues by Category

		FY2011 Budget		FY2012 Proposed		FY2011-2012 Change
Charges for Services	\$	430,000	\$	640,709	\$	210,709
Other Financial Sources (Uses)		503,222		2,396,908		1,893,686
Rev from Federal Agencies		316,258		-		(316,258)
<b>Total</b>	<b>\$</b>	<b>1,249,480</b>	<b>\$</b>	<b>3,037,617</b>	<b>\$</b>	<b>1,788,137</b>

## Personnel Expenditures

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
<b>Salaries and Wages</b>						
20000024	1107	Administrative Aide 2	1.00	1.00	\$42,578 - \$51,334	\$ 43,420
20000119	1218	Associate Management Analyst	3.00	3.00	54,059 - 65,333	182,493
20001168	2214	Deputy Director	0.85	0.85	46,966 - 172,744	103,807
90001073	2103	Management Intern - Hourly	1.35	0.00	24,274 - 29,203	-
20001222	2270	Program Manager	1.00	1.00	46,966 - 172,744	92,150
20000761	1751	Project Officer 1	2.00	2.00	66,622 - 80,454	150,731
20000763	1752	Project Officer 2	1.00	1.00	76,794 - 92,851	90,530
20000015	1106	Senior Management Analyst	1.00	1.00	59,363 - 71,760	69,966
20000970	1917	Supervising Management Analyst	2.00	2.00	66,768 - 80,891	159,114
20000756	1746	Word Processing Operator	1.00	1.00	31,491 - 37,918	36,970
		Reg Pay For Engineers				25,996
<b>Salaries and Wages Subtotal</b>			<b>14.20</b>	<b>12.85</b>		<b>\$ 955,177</b>

## Fringe Benefits

	Employee Offset Savings	\$ 16,823
	Flexible Benefits	88,624
	Long-Term Disability	8,206
	Medicare	12,674
	Other Post-Employment Benefits	81,211
	Retiree Medical Trust	237
	Retirement 401 Plan	950
	Retirement ARC	313,717
	Retirement DROP	2,189
	Retirement Offset Contribution	20,100
	Risk Management Administration	12,936
	Supplemental Pension Savings Plan	34,167
	Unemployment Insurance	2,009
	Workers' Compensation	11,195
<b>Fringe Benefits Subtotal</b>		<b>\$ 605,038</b>
<b>Total Personnel Expenditures</b>		<b>\$ 1,560,215</b>

# Environmental Services

## Recycling Fund

### Department Expenditures

		FY2011 Budget		FY2012 Proposed		FY2011–2012 Change
Collection Services	\$	13,821,287	\$	14,795,292	\$	974,005
Energy Sustainability & Enviro Protect		1,717,175		1,775,805		58,630
Office of the Director		2,643,433		2,749,262		105,829
Waste Reduction & Disposal		1,562,151		1,605,046		42,895
<b>Total</b>	<b>\$</b>	<b>19,744,046</b>	<b>\$</b>	<b>20,925,405</b>	<b>\$</b>	<b>1,181,359</b>

### Department Personnel

		FY2011 Budget		FY2012 Proposed		FY2011–2012 Change
Collection Services		81.26		81.47		0.21
Energy Sustainability & Enviro Protect		3.15		5.05		1.90
Office of the Director		12.57		10.74		(1.83)
Waste Reduction & Disposal		11.43		10.56		(0.87)
<b>Total</b>		<b>108.41</b>		<b>107.82</b>		<b>(0.59)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b>	0.00	\$ 7,360,883	\$ -
Total expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.			
<b>Equipment/Support for Information Technology</b>	0.00	526,855	-
Funding allocated according to a zero-based annual review of information technology funding requirements and priority analyses.			
<b>Hourly Personnel Funding</b>	4.26	140,780	-
Funding allocated according to a zero-based annual review of hourly funding requirements.			
<b>Overtime Support</b>	0.00	71,600	-
Addition of funding for overtime due to the implementation of the 4/10/5 collection schedule.			
<b>Reduction of Utility Worker 2s</b>	(0.31)	(19,647)	-
Reduction of 2.50 Utility Worker 2s. This position has three funding sources as follows: 1.85 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.			
<b>Reduction of Administrative Aide 2s</b>	(0.31)	(24,155)	-
Reduction of 2.00 Administrative Aide 2s. This position has three funding sources as follows: 1.35 FTE positions in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.			

# Environmental Services

## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Reduction of Human Resources Analyst</b> Reduction of 1.00 Human Resources Analyst. This position has three funding sources as follows: 0.35 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.31)	(32,971)	-
<b>Reduction of Public Hold Harmless Agreements</b> Reduction of 1.00 Sanitation Driver 2 and associated non-personnel expenditures as a result of the removal of refuse collection services from customers serviced under hold harmless agreements. This reduction would impact approximately 14,200 customers located on private streets.	(1.00)	(192,939)	-
<b>One-Time Reductions and Annualizations</b> Adjustment to reflect the removal of one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2011.	0.00	(1,390,677)	5,200
<b>Revised Revenue</b> Adjustment to reflect Fiscal Year 2012 revenue projections.	0.00	-	(473,500)
<b>Total</b>	<b>2.33</b>	<b>\$ 6,439,729</b>	<b>\$ (468,300)</b>

## Expenditures by Category

	FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
<b>PERSONNEL</b>			
Salaries and Wages	\$ 5,378,713	\$ 5,620,265	\$ 241,552
Fringe Benefits	3,652,044	3,847,065	195,021
<b>PERSONNEL SUBTOTAL</b>	<b>\$ 9,030,757</b>	<b>\$ 9,467,330</b>	<b>\$ 436,573</b>
<b>NON-PERSONNEL</b>			
Supplies	\$ 1,400,467	\$ 925,467	\$ (475,000)
Contracts	7,982,138	9,223,163	1,241,025
Information Technology	404,770	526,855	122,085
Energy and Utilities	114,293	153,842	39,549
Other	48,072	135,199	87,127
Appropriated Reserve	-	480,000	480,000
Capital Expenditures	763,549	13,549	(750,000)
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$ 10,713,289</b>	<b>\$ 11,458,075</b>	<b>\$ 744,786</b>
<b>Total</b>	<b>\$ 19,744,046</b>	<b>\$ 20,925,405</b>	<b>\$ 1,181,359</b>

## Revenues by Category

	FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
Charges for Services	\$ 17,603,374	\$ 17,068,874	\$ (534,500)
Other Revenue	356,920	437,920	81,000
Rev from Money and Prop	442,800	428,000	(14,800)
<b>Total</b>	<b>\$ 18,403,094</b>	<b>\$ 17,934,794</b>	<b>\$ (468,300)</b>

# Environmental Services

## Personnel Expenditures

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
<b>Salaries and Wages</b>						
20000011	1104	Account Clerk	0.93	<b>0.71</b>	\$31,491 - \$37,918	\$ 26,254
20000024	1107	Administrative Aide 2	1.31	<b>1.00</b>	42,578 - 51,334	50,052
20000860	1835	Area Refuse Collection Supervisor	3.31	<b>3.31</b>	50,835 - 60,694	192,234
90000860	1835	Area Refuse Collection Supervisor - Hourly	0.00	<b>0.60</b>	50,835 - 60,694	30,501
20000088	1167A	Assistant Engineer-Mechanical	1.00	<b>1.00</b>	57,866 - 69,722	65,887
20001092	2123	Assistant Environmental Services Director	0.31	<b>0.31</b>	31,741 - 173,971	37,873
20000143	1221	Associate Engineer-Civil	0.31	<b>0.00</b>	66,622 - 80,454	-
20000119	1218	Associate Management Analyst	1.73	<b>2.66</b>	54,059 - 65,333	91,033
90000119	1218	Associate Management Analyst - Hourly	0.00	<b>0.42</b>	54,059 - 65,333	22,705
20000266	1330	Cashier	1.00	<b>1.00</b>	31,491 - 37,918	35,985
20000354	1389	Custodian 2	0.31	<b>0.31</b>	26,250 - 31,242	9,686
20001168	2214	Deputy Director	0.89	<b>0.89</b>	46,966 - 172,744	101,772
20001149	2192	Environmental Services Director	0.31	<b>0.31</b>	59,155 - 224,099	43,079
20000924	1876	Executive Secretary	0.31	<b>0.31</b>	43,555 - 52,666	15,924
90000548	1544	Hazardous Material Inspector 3 - Hourly	0.00	<b>0.35</b>	60,674 - 73,507	7,885
20000521	1527	Hazardous Materials Inspector 2	1.50	<b>1.50</b>	55,078 - 66,768	82,617
20000548	1544	Hazardous Materials Inspector 3	1.00	<b>1.00</b>	60,674 - 73,507	60,674
20000501	1512	Heavy Truck Driver 2	1.00	<b>1.00</b>	37,565 - 45,302	-
20000178	1243	Information Systems Administrator	0.20	<b>0.20</b>	73,466 - 88,982	17,796
20000290	1348	Information Systems Analyst 2	0.82	<b>0.82</b>	54,059 - 65,333	52,235
20000293	1349	Information Systems Analyst 3	0.22	<b>0.22</b>	59,363 - 71,760	15,792
20000998	1926	Information Systems Analyst 4	0.44	<b>0.44</b>	66,768 - 80,891	35,592
90001073	2103	Management Intern - Hourly	2.92	<b>2.89</b>	24,274 - 29,203	70,151
20000680	1648	Payroll Specialist 2	1.21	<b>0.31</b>	34,611 - 41,787	11,961
20001222	2270	Program Manager	0.35	<b>0.35</b>	46,966 - 172,744	33,431
20000783	1776	Public Information Clerk	2.47	<b>2.47</b>	31,491 - 37,918	90,692
20000784	1777	Public Information Officer	0.62	<b>0.62</b>	43,514 - 52,707	31,876
20000776	1766	Public Works Dispatcher	0.70	<b>0.70</b>	35,755 - 43,098	29,414
20001032	1961	Public Works Supervisor	1.00	<b>1.00</b>	49,525 - 59,966	58,467
20000557	1556	Recycling Program Manager	0.38	<b>0.38</b>	76,731 - 92,893	32,911
20000562	1558	Recycling Specialist 2	3.96	<b>3.96</b>	54,059 - 65,333	244,167
20000565	1561	Recycling Specialist 3	0.23	<b>0.23</b>	59,363 - 71,760	13,656
20000847	1823	Safety Officer	0.31	<b>0.31</b>	57,907 - 69,930	21,146
20000854	1826	Safety Representative 2	0.31	<b>0.31</b>	50,461 - 61,027	18,453
20001042	1972	Safety and Training Manager	0.31	<b>0.31</b>	66,768 - 80,891	23,699
20000859	1834	Sanitation Driver 1	11.50	<b>12.00</b>	36,920 - 44,158	513,028
20000857	1832	Sanitation Driver 2	51.00	<b>50.00</b>	45,261 - 53,331	2,511,342
20000851	1824	Sanitation Driver 3	5.00	<b>5.00</b>	47,528 - 55,952	279,760
20000869	1844	Senior Account Clerk	0.31	<b>0.31</b>	36,067 - 43,514	13,154

# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
20000927	1879	Senior Clerk/Typist	1.43	<b>1.43</b>	36,067 - 43,514	60,614
20000312	1365	Senior Department Human Resources Analyst	0.31	<b>0.00</b>	59,363 - 71,760	-
20000015	1106	Senior Management Analyst	0.31	<b>0.31</b>	59,363 - 71,760	21,689
20000970	1917	Supervising Management Analyst	1.31	<b>1.31</b>	66,768 - 80,891	103,543
20001051	1978	Utility Worker 1	1.00	<b>1.00</b>	30,534 - 36,296	36,296
20001053	1979	Utility Worker 2	3.81	<b>3.50</b>	33,322 - 39,666	79,333
20000756	1746	Word Processing Operator	0.76	<b>0.76</b>	31,491 - 37,918	28,102
		Bilingual - Regular				6,196
		Confined Space Pay				2,330
		Exceptional Performance Pay-Classified				792
		Overtime Budgeted				261,821
		Termination Pay Annual Leave				26,665
<b>Salaries and Wages Subtotal</b>			<b>108.41</b>	<b>107.82</b>		<b>\$ 5,620,265</b>
<b>Fringe Benefits</b>						
		Employee Offset Savings				\$ 27,888
		Flexible Benefits				571,675
		Long-Term Disability				46,235
		Medicare				73,495
		Other Post-Employment Benefits				628,376
		Retirement ARC				1,786,987
		Retirement DROP				14,513
		Retirement Offset Contribution				45,107
		Risk Management Administration				100,161
		Supplemental Pension Savings Plan				267,169
		Unemployment Insurance				11,310
		Workers' Compensation				274,149
<b>Fringe Benefits Subtotal</b>						<b>\$ 3,847,065</b>
<b>Total Personnel Expenditures</b>						<b>\$ 9,467,330</b>

## Refuse Disposal Fund

### Department Expenditures

	FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
Collection Services	\$ 1,511,283	\$ <b>966,583</b>	\$ (544,700)
Energy Sustainability & Enviro Protect	1,111,885	<b>1,174,831</b>	62,946
Office of the Director	4,190,803	<b>3,980,243</b>	(210,560)
Waste Reduction & Disposal	27,646,483	<b>28,400,105</b>	753,622
<b>Total</b>	<b>\$ 34,460,454</b>	<b>\$ 34,521,762</b>	<b>\$ 61,308</b>



# Environmental Services

## Department Personnel

	FY2011 Budget	FY2012 Proposed	FY2011–2012 Change
Collection Services	6.44	<b>6.10</b>	(0.34)
Energy Sustainability & Enviro Protect	7.75	<b>7.95</b>	0.20
Office of the Director	18.13	<b>16.40</b>	(1.73)
Waste Reduction & Disposal	134.29	<b>129.43</b>	(4.86)
<b>Total</b>	<b>166.61</b>	<b>159.88</b>	<b>(6.73)</b>

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b> Total expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	\$ 3,557,191	\$ -
<b>Equipment/Support for Information Technology</b> Funding allocated according to a zero-based annual review of information technology funding requirements and priority analyses.	0.00	975,582	-
<b>Hourly Personnel Funding</b> Funding allocated according to a zero-based annual review of hourly funding requirements.	2.45	93,296	-
<b>Support for Safety and Maintenance of Visitor-Related Facilities</b> Support to reimburse the General Fund for expenditures associated with the safety and maintenance of visitor-related facilities.	0.00	(8,500)	-
<b>Reduction of Utility Worker 2s</b> Reduction of 2.50 Utility Worker 2s. This position has three funding sources as follows: 1.85 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.34)	(21,549)	-
<b>Reduction of Administrative Aide 2s</b> Reduction of 2.00 Administrative Aide 2s. This position has three funding sources as follows: 1.35 FTE positions in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.34)	(26,492)	-
<b>Reduction of Human Resources Analyst</b> Reduction of 1.00 Human Resources Analyst. This position has three funding sources as follows: 0.35 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.34)	(36,165)	-
<b>One-Time Reductions and Annualizations</b> Adjustment to reflect the removal of one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2011.	0.00	(124,833)	645,664

# Environmental Services

## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Reductions Due to Efficiencies</b>	(8.00)	(650,615)	-
Reduction of 4.00 Disposal Site Representatives, 1.00 Code Compliance Supervisor, 2.00 Associate Management Analysts, and 1.00 Biologist 2 as a result of department efficiency efforts.			
<b>Revised Revenue</b>	0.00	-	(121,227)
Adjustment to reflect Fiscal Year 2012 revenue projections.			
<b>Total</b>	<b>(6.57)</b>	<b>\$ 3,757,915</b>	<b>\$ 524,437</b>

## Expenditures by Category

	FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
<b>PERSONNEL</b>			
Salaries and Wages	\$ 8,486,449	\$ 8,778,604	\$ 292,155
Fringe Benefits	5,624,669	5,882,440	257,771
<b>PERSONNEL SUBTOTAL</b>	<b>\$ 14,111,118</b>	<b>\$ 14,661,044</b>	<b>\$ 549,926</b>
<b>NON-PERSONNEL</b>			
Supplies	\$ 589,469	\$ 573,969	\$ (15,500)
Contracts	16,618,563	15,710,821	(907,742)
Information Technology	1,441,283	975,582	(465,701)
Energy and Utilities	1,449,456	1,312,916	(136,540)
Other	104,916	221,782	116,866
Appropriated Reserve	-	920,000	920,000
Capital Expenditures	129,393	129,393	-
Debt	16,256	16,255	(1)
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$ 20,349,336</b>	<b>\$ 19,860,718</b>	<b>\$ (488,618)</b>
<b>Total</b>	<b>\$ 34,460,454</b>	<b>\$ 34,521,762</b>	<b>\$ 61,308</b>

## Revenues by Category

	FY2011 Budget	FY2012 Proposed	FY2011-2012 Change
Charges for Services	\$ 26,086,151	\$ 26,665,814	\$ 579,663
Fines Forfeitures and Penalties	10,500	32,500	22,000
Other Financial Sources (Uses)	816,800	807,434	(9,366)
Other Revenue	450,000	442,140	(7,860)
Rev from Money and Prop	1,820,000	1,760,000	(60,000)
<b>Total</b>	<b>\$ 29,183,451</b>	<b>\$ 29,707,888</b>	<b>\$ 524,437</b>

## Personnel Expenditures

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
<b>Salaries and Wages</b>						
20000011	1104	Account Clerk	1.02	1.94	\$31,491 - \$37,918	\$ 71,721
20000012	1105	Administrative Aide 1	0.50	1.50	36,962 - 44,533	65,119
20000024	1107	Administrative Aide 2	1.34	0.00	42,578 - 51,334	-
20000860	1835	Area Refuse Collection Supervisor	1.34	1.34	50,835 - 60,694	79,298
90001140	2181	Assistant Department Director - Hourly	0.00	0.35	31,741 - 173,971	36,000
20000070	1153	Assistant Engineer-Civil	2.00	2.00	57,866 - 69,722	133,866

# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
20001092	2123	Assistant Environmental Services Director	0.34	<b>0.34</b>	31,741 - 173,971	41,546
90001092	2123	Assistant Environmental Services Director - Hourly	0.31	<b>0.00</b>	31,741 - 173,971	-
20000143	1221	Associate Engineer-Civil	4.34	<b>5.00</b>	66,622 - 80,454	389,801
20000119	1218	Associate Management Analyst	3.07	<b>1.49</b>	54,059 - 65,333	83,650
20000655	1624	Biologist 2	1.00	<b>0.00</b>	53,726 - 65,333	-
20000649	1622A	Biologist 3	1.00	<b>1.00</b>	62,005 - 75,067	70,938
20000306	1356	Code Compliance Officer	16.00	<b>16.00</b>	37,232 - 44,803	604,842
20000307	1357	Code Compliance Supervisor	2.00	<b>1.00</b>	42,890 - 51,334	48,741
20000354	1389	Custodian 2	0.34	<b>0.34</b>	26,250 - 31,242	10,622
20001168	2214	Deputy Director	1.13	<b>1.13</b>	46,966 - 172,744	129,645
20000389	1412	Disposal Site Representative	14.00	<b>10.00</b>	32,968 - 39,811	346,956
20000390	1413	Disposal Site Supervisor	4.00	<b>4.00</b>	52,104 - 62,982	234,435
20001149	2192	Environmental Services Director	0.34	<b>0.34</b>	59,155 - 224,099	47,244
20000420	1437	Equipment Mechanic	2.00	<b>2.00</b>	44,366 - 53,206	97,572
20000426	1439	Equipment Operator 1	5.00	<b>5.00</b>	37,690 - 45,115	135,004
20000430	1440	Equipment Operator 2	5.00	<b>5.00</b>	41,350 - 49,462	239,198
20000439	1447	Equipment Service Writer	1.00	<b>1.00</b>	47,715 - 57,158	57,158
20000924	1876	Executive Secretary	0.34	<b>0.34</b>	43,555 - 52,666	17,461
20001049	1976	General Utility Supervisor	1.00	<b>1.00</b>	59,342 - 71,760	-
20000521	1527	Hazardous Materials Inspector 2	5.00	<b>5.00</b>	55,078 - 66,768	316,720
20000501	1512	Heavy Truck Driver 2	3.00	<b>3.00</b>	37,565 - 45,302	135,681
20000178	1243	Information Systems Administrator	0.52	<b>0.52</b>	73,466 - 88,982	46,273
20000290	1348	Information Systems Analyst 2	2.08	<b>2.08</b>	54,059 - 65,333	132,388
20000293	1349	Information Systems Analyst 3	0.55	<b>0.55</b>	59,363 - 71,760	39,468
20000998	1926	Information Systems Analyst 4	1.10	<b>1.10</b>	66,768 - 80,891	88,990
20000590	1580	Laboratory Technician	1.00	<b>1.00</b>	40,622 - 49,067	44,495
20000589	1579	Laborer	8.00	<b>8.00</b>	29,182 - 34,757	273,959
20001019	1939	Land Surveying Associate	1.00	<b>1.00</b>	66,622 - 80,454	78,443
20000580	1573	Landfill Equipment Operator	20.00	<b>20.00</b>	47,528 - 56,846	1,127,310
90001073	2103	Management Intern - Hourly	2.10	<b>2.10</b>	24,274 - 29,203	50,975
20000680	1648	Payroll Specialist 2	1.04	<b>1.29</b>	34,611 - 41,787	51,468
20000518	1525	Principal Survey Aide	1.00	<b>1.00</b>	50,003 - 60,549	59,035
20001222	2270	Program Manager	1.50	<b>1.50</b>	46,966 - 172,744	144,759
20000761	1751	Project Officer 1	1.00	<b>1.00</b>	66,622 - 80,454	78,443
20000763	1752	Project Officer 2	1.00	<b>1.00</b>	76,794 - 92,851	87,744
20000783	1776	Public Information Clerk	2.73	<b>2.73</b>	31,491 - 37,918	100,115
20000784	1777	Public Information Officer	0.68	<b>0.68</b>	43,514 - 52,707	34,946
20000776	1766	Public Works Dispatcher	0.10	<b>0.10</b>	35,755 - 43,098	4,202
20001032	1961	Public Works Supervisor	2.00	<b>2.00</b>	49,525 - 59,966	116,934
20000557	1556	Recycling Program Manager	0.62	<b>0.62</b>	76,731 - 92,893	53,693
20000562	1558	Recycling Specialist 2	5.54	<b>5.54</b>	54,059 - 65,333	329,564
20000565	1561	Recycling Specialist 3	1.77	<b>1.77</b>	59,363 - 71,760	115,673

# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
20000847	1823	Safety Officer	0.34	<b>0.34</b>	57,907 - 69,930	23,176
20000854	1826	Safety Representative 2	0.34	<b>0.34</b>	50,461 - 61,027	20,230
20001042	1972	Safety and Training Manager	0.33	<b>0.33</b>	66,768 - 80,891	25,224
20000869	1844	Senior Account Clerk	0.34	<b>0.34</b>	36,067 - 43,514	14,426
20000885	1855	Senior Civil Engineer	2.00	<b>2.00</b>	76,794 - 92,851	175,488
20000927	1879	Senior Clerk/Typist	1.27	<b>1.27</b>	36,067 - 43,514	53,743
20000965	1912	Senior Code Compliance Supervisor	1.00	<b>1.00</b>	47,174 - 56,618	55,203
20000312	1365	Senior Department Human Resources Analyst	0.34	<b>0.00</b>	59,363 - 71,760	-
20000907	1864	Senior Disposal Site Representative	2.00	<b>2.00</b>	36,067 - 43,638	42,547
20000015	1106	Senior Management Analyst	0.34	<b>0.34</b>	59,363 - 71,760	23,786
20000856	1830	Senior Mechanical Engineer	1.00	<b>1.00</b>	76,794 - 92,851	87,744
20000918	1872	Senior Planner	1.00	<b>1.00</b>	65,354 - 79,019	77,044
20000947	1896	Supervising Hazardous Materials Inspector	1.00	<b>1.00</b>	66,685 - 80,870	76,422
20000970	1917	Supervising Management Analyst	1.34	<b>1.34</b>	66,768 - 80,891	108,395
20001051	1978	Utility Worker 1	9.00	<b>9.00</b>	30,534 - 36,296	324,040
20001053	1979	Utility Worker 2	11.34	<b>11.00</b>	33,322 - 39,666	396,658
20000756	1746	Word Processing Operator	1.89	<b>1.89</b>	31,491 - 37,918	69,873
		Bilingual - Regular				9,252
		Confined Space Pay				21,051
		Engineering Geologist Pay				12,068
		Exceptional Performance Pay-Classified				13,286
		Overtime Budgeted				593,692
		Reg Pay For Engineers				79,025
		Termination Pay Annual Leave				24,136
<b>Salaries and Wages Subtotal</b>			<b>166.61</b>	<b>159.88</b>		<b>\$ 8,778,604</b>

## Fringe Benefits

Employee Offset Savings	\$ 70,046
Flexible Benefits	908,711
Long-Term Disability	70,437
Medicare	106,669
Other Post-Employment Benefits	946,300
Retiree Medical Trust	201
Retirement 401 Plan	803
Retirement ARC	2,801,917
Retirement DROP	20,421
Retirement Offset Contribution	151,724
Risk Management Administration	151,133
Supplemental Pension Savings Plan	367,161
Unemployment Insurance	17,149

# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Proposed	Salary Range	Total
		Workers' Compensation				269,768
<b>Fringe Benefits Subtotal</b>						<b>\$ 5,882,440</b>
<b>Total Personnel Expenditures</b>						<b>\$ 14,661,044</b>

# Environmental Services

## Revenue and Expense Statement (Non-General Fund)

Automated Refuse Container Fund	FY2011 Budget*		FY2012 Proposed	
BEGINNING BALANCE AND RESERVES				
Balance from Prior Year	\$	354,149	\$	504,149
TOTAL BALANCE AND RESERVES	\$	354,149	\$	504,149
REVENUE				
Automated Refuse Container Sales	\$	500,000	\$	500,000
TOTAL REVENUE	\$	500,000	\$	500,000
TOTAL BALANCE, RESERVES, AND REVENUE	\$	854,149	\$	1,004,149
OPERATING EXPENSE				
Automated Refuse Container Purchases	\$	500,000	\$	500,000
TOTAL OPERATING EXPENSE	\$	500,000	\$	500,000
TOTAL EXPENSE	\$	500,000	\$	500,000
BALANCE	\$	354,149	\$	504,149
TOTAL EXPENSE, RESERVES AND BALANCE	\$	854,149	\$	1,004,149

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# Environmental Services

## Revenue and Expense Statement (Non-General Fund)

Energy Conservation Program Fund	FY2011 Budget*	FY2012 Proposed
<b>BEGINNING BALANCE AND RESERVES</b>		
Balance from Prior Year	\$ 1,138,837	\$ —
Funds Designated for Future Requirements	500,000	689,292
<b>TOTAL BALANCE AND RESERVES</b>	<b>\$ 1,638,837</b>	<b>\$ 689,292</b>
<b>REVENUE</b>		
Reimbursement between funds	\$ 430,000	\$ 640,709
Transfer from General Fund	495,540	526,928
Transfer from Central Garage Fund	7,682	287,781
Federal Grant Revenue	316,258	—
Transfer from Qualcomm	—	86,602
Transfer from Wastewater Muni	—	95,971
Transfer from Wastewater Metro	—	956,219
Transfer from Water	—	430,086
Transfer from Development Services	—	13,321
<b>TOTAL REVENUE</b>	<b>\$ 1,249,480</b>	<b>\$ 3,037,617</b>
<b>TOTAL BALANCE, RESERVES, AND REVENUE</b>	<b>\$ 2,888,317</b>	<b>\$ 3,726,909</b>
<b>OPERATING EXPENSE</b>		
Division Administration	\$ 825,969	\$ 982,963
Fiscal Analysis	513,919	816,108
Grant Analysis and Administration	585,701	219,251
Technology Development and Engineering	471,319	457,477
<b>TOTAL OPERATING EXPENSE</b>	<b>\$ 2,396,908</b>	<b>\$ 2,475,799</b>
<b>TOTAL EXPENSE</b>	<b>\$ 2,396,908</b>	<b>\$ 2,475,799</b>
<b>RESERVES</b>		
Funds Designated for Future Requirements	\$ 491,409	\$ 1,251,110
<b>TOTAL RESERVES</b>	<b>\$ 491,409</b>	<b>\$ 1,251,110</b>
<b>BALANCE</b>	<b>\$ —</b>	<b>\$ —</b>
<b>TOTAL EXPENSE, RESERVES AND BALANCE</b>	<b>\$ 2,888,317</b>	<b>\$ 3,726,909</b>

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# Environmental Services

## Revenue and Expense Statement (Non-General Fund)

Recycling Fund	FY2011 Budget*	FY2012 Proposed
<b>BEGINNING BALANCE AND RESERVES</b>		
Balance from Prior Year	\$ 4,322,302	\$ 6,838,708
Operating Reserve	—	480,000
<b>TOTAL BALANCE AND RESERVES</b>	<b>\$ 4,322,302</b>	<b>\$ 7,318,708</b>
<b>REVENUE</b>		
Curbside Recycling Revenue	\$ 4,000,000	\$ 3,874,000
Interest Revenue	300,000	270,000
Other Revenue	499,720	595,920
Recycling Fees (AB 939)	11,900,000	11,560,000
Service to Other Departments	963,374	894,874
Transfer of Exempt Tonnage Subsidy from Refuse Disposal Enterprise Fund	740,000	740,000
<b>TOTAL REVENUE</b>	<b>\$ 18,403,094</b>	<b>\$ 17,934,794</b>
<b>TOTAL BALANCE, RESERVES, AND REVENUE</b>	<b>\$ 22,725,396</b>	<b>\$ 25,253,502</b>
<b>OPERATING EXPENSE</b>		
Collection Services Division	\$ 13,821,287	\$ 14,795,292
Energy, Sustainability and Environmental Protection Division	1,717,175	1,775,805
Office of the Director	2,163,433	2,269,262
Waste Reduction and Disposal Division	1,562,151	1,605,046
Appropriated Reserve	480,000	480,000
<b>TOTAL OPERATING EXPENSE</b>	<b>\$ 19,744,046</b>	<b>\$ 20,925,405</b>
<b>TOTAL EXPENSE</b>	<b>\$ 19,744,046</b>	<b>\$ 20,925,405</b>
<b>RESERVES</b>		
Operating Reserve	\$ —	\$ 480,000
<b>TOTAL RESERVES</b>	<b>\$ —</b>	<b>\$ 480,000</b>
<b>BALANCE</b>	<b>\$ 2,981,350</b>	<b>\$ 3,848,097</b>
<b>TOTAL EXPENSE, RESERVES AND BALANCE</b>	<b>\$ 22,725,396</b>	<b>\$ 25,253,502</b>

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# Environmental Services

## Revenue and Expense Statement (Non-General Fund)

Refuse Disposal Fund	FY2011 Budget*		FY2012 Proposed	
BEGINNING BALANCE AND RESERVES				
Balance from Prior Year	\$	16,712,241	\$	17,979,762
Operating Reserve		—		920,000
TOTAL BALANCE AND RESERVES	\$	16,712,241	\$	18,899,762
REVENUE				
Disposal Fees	\$	23,692,217	\$	24,003,741
General Fund Repayment of Loan for Operations Station		816,800		807,434
Greens/Wood Fees		1,710,000		1,710,000
Interest Revenue <sup>1</sup>		1,820,000		1,760,000
Other Revenue		1,144,434		1,426,713
TOTAL REVENUE	\$	29,183,451	\$	29,707,888
TOTAL BALANCE, RESERVES, AND REVENUE	\$	45,895,692	\$	48,607,650
CAPITAL IMPROVEMENT PROGRAM (CIP)				
CIP Expenditures	\$	4,425,000	\$	5,733,000
TOTAL CIP EXPENSE	\$	4,425,000	\$	5,733,000
OPERATING EXPENSE				
Collection Services Division	\$	1,511,283	\$	966,583
Energy, Sustainability and Environmental Protection Division		1,111,885		1,174,831
Office of the Director		3,270,803		3,060,243
Transfer of Military/Other Exempt Tonnage Subsidy to Recycling Fund		740,000		740,000
Transfer to Landfill Closure Fund		2,000,000		2,000,000
Waste Reduction and Disposal Division		24,906,483		25,660,105
Appropriated Reserve		920,000		920,000
TOTAL OPERATING EXPENSE	\$	34,460,454	\$	34,521,762
TOTAL EXPENSE	\$	38,885,454	\$	40,254,762
RESERVES				
Operating Reserve	\$	—	\$	1,840,000
TOTAL RESERVES	\$	—	\$	1,840,000
BALANCE	\$	7,010,238	\$	6,512,888
TOTAL EXPENSE, RESERVES AND BALANCE	\$	45,895,692	\$	48,607,650

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<sup>1</sup>Includes \$500,000 of Refuse Disposal Fund revenue.